

GUIDE FOR WORKING TEENAGERS, THEIR PARENTS, & EMPLOYERS

The Law

- A teenager must be at least 14-years-old for most jobs.
- Work permits must be obtained from the school system before beginning work.
- Businesses that serve alcohol can only hire teenagers if food or other goods are at least 50% of gross sales. Teenagers under the age of 18 cannot sell, serve, or furnish alcoholic beverages. For information on Liquor Control Commission regulations concerning selling and serving alcoholic beverages call (517) 322-1370.
- Teenagers cannot be employed in hazardous occupations, including vehicle drivers and meat cutters.
- Teenagers cannot work under unsafe conditions, including contact with hazardous chemicals or use of woodworking and power driven equipment such as bakery machines, grinding, and slicing machines.
- Workdays are limited to 6 per workweek and hours cannot exceed 48 hours, school and work combined. Those under age 16 cannot work before 7:00 a.m. or after 9:00 p.m. A minor age 16 or older shall not work before 6 a.m. or after 10:30 p.m. Sunday through Thursday. A minor age 16 or older shall not work before 6 a.m. or after 11:30 p.m. Fridays and Saturdays, during school vacation periods, and during periods when a minor is not regularly enrolled in school. Teenagers are limited to one 10 hour work day per week.
- Every 5 hours a minor must receive a meal or rest period of 30 minutes.
- Minors may not be employed unless the employer or another employee 18 years of age or older provides supervision.
- Some jobs are exempt from the act: businesses owned and operated by the parent or legal guardian, delivering newspapers, doing domestic chores at private residences, crop production, and raising livestock.

Tips For Parents

- Talk with your teenager about the job. Keep abreast of changes in duties, equipment, and supervision and ask about encountered problems.
- Visit the place of employment to see how it is maintained, how workers are treated, and that supervision is provided.
- Be alert for warning signs of danger - late night hours, unsupervised workers, and employee injuries.
- Take note not only of your child's duties, but also those of others. Often one worker will be asked to substitute for another.
- Tell the manager the hour limits you have set for your teenager.
- Ask teachers to notify you if they see a decline in grades, attendance, or attention. Do not wait for the report card to learn about problems.
- Have your child keep a record of wages received and a daily record of hours worked, including starting and ending times.

Tips For Employers

- Show teenagers how to do the job correctly. What is obvious to an adult or experienced employee may not be obvious to a teenager.
- Be sure teenagers know where protective gear is, how to use it, and ensure that it is used.
- Tell teenagers what to do if an injury occurs. Tell teenagers how to report unsafe conditions.
- Prepare teenagers for emergencies such as fire, violent customers, and power outages.
- Keep first aid equipment at the workplace.
- Do not ask teenagers to operate power-driven equipment.

Injuries

- The most common injuries to minors are cuts from glass or using knives, burns from hot grease or liquids, and sprains/strains from lifting. Injuries from falls on wet or slippery floors are common.
- Serious injuries such as severe cuts or amputations result from use of powered mixers, meat slicers, and work on conveyors.
- Fatalities reported involve work on construction sites and driving.

**MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
WAGE & HOUR DIVISION
(517) 322-1825**

www.michigan.gov/wagehour

RESTRICTED OCCUPATIONS - YOUTH EMPLOYMENT STANDARDS ACT, 1978 PUBLIC ACT 90

OCCUPATION (Rule Cite)	AGE 14/15	AGE 16/17
1. Alcoholic Beverages (R 409.115) - Teenagers under the age of 18 cannot sell, serve or furnish alcoholic beverages.	Restrictions	Restrictions
2. Confined Spaces (R 408.6208(8) and R408.6203(c))	Prohibited	Permitted
3. Construction Operations (R 408.6203(d) and R 408.6208(2)) - involving excavation, highway, bridge, or street construction, roofing, wrecking, demolition, ship breaking operations, new commercial or new residential construction including clean-up.	Prohibited	Restrictions
Construction work not involving power tools or hazards	Prohibited	Permitted
4. Extinguishment of Fires (R 408.6209(11))	Prohibited	Restrictions
5. Hazardous Substances (R 408.6208(5) and R 408.6204(a))		
Clay Construction Product (R 408.6209(1) and 408.6203 (b))	Prohibited	Prohibited
Explosives (R 408.6208(3) and R 408.6203(m))	Prohibited	Prohibited
Radioactive Substances (R 408.6208(6d))	Prohibited	Prohibited
Self-Luminous/Silica Refractory Products (R 408.6205(h & i) and R 408.6208(6b))	Prohibited	Prohibited
Marked "Danger" (R 408.6204(9))	Prohibited	Restrictions**
6. Hoisting Apparatus, Operation of (R 408.6208(11a)):		
Crane (R 408.6203(e))	Prohibited	Prohibited
Derrick (R 408.6203(f))	Prohibited	Prohibited
Elevator (R 408.6203(i)) - except for an unattended automatic operation passenger elevator	Prohibited	Prohibited
Power Industrial Truck (R 408.6205(f))	Prohibited	Prohibited
Hoist (R 408.6204(b))	Prohibited	Prohibited
Motorized Hand Truck (R 408.6204(f))	Prohibited	Prohibited**
Low-Lift Platform (R 408.6204(c))	Prohibited	Prohibited**
7. Hoisting Apparatus, Working Under (R 408.6208(12)):		
Hoist (R 408.6204(b))	Prohibited	Permitted
Jack (R 408.6208(12))	Prohibited	Permitted
Block (R 408.6208(12))	Prohibited	Permitted
Hydraulic Power System (R 408.6208(12))	Prohibited	Permitted
8. Ladders & Scaffolding (R 408.6209(10))	Prohibited	Permitted
9. Logging & Sawmills (R 408.6209(5) and R 408.6204(g & i))	Prohibited	Prohibited**
10. Mines & Quarries (R 404.6209(6) and R 408.6204(k))	Prohibited	Prohibited
11. Motor Vehicles - including outside helpers (R 408.6208(13 & 14))	Prohibited	Prohibited
12. Ore Reduction, Casting Metals (R 408.6209(7))	Prohibited	Permitted
13. Performing Arts Organizations - For information on restrictions call 517-322-1825.	Restrictions	Restrictions
14. Power Driven:		
Bakery Machines (R 408.6208(9c) and R 408.6205(a))	Prohibited	Prohibited
Meat Processing Machines (R 408.6208(9f) and R 408.6205(b))	Prohibited	Prohibited
Paper Products Machines (R 408.6208(9d) and R 408.6205(d))	Prohibited	Prohibited**
Metal Forming Machines (R 408.6208(9b) and R 408.6205(c))	Prohibited	Prohibited**
Saws (R 408.6208(9e))	Prohibited	Prohibited
Woodworking Machines (R 408.6208(9a) and R 408.6205(e))	Prohibited	Prohibited**
Tractors (R 408.6208(10b))	Prohibited	Restrictions
Lawn Mowers & Cutters (R 408.6209(8))	Prohibited	Permitted
Earth Moving Equipment & Trenchers (R 408.6208(10a))	Prohibited	Prohibited
15. Respiratory Equipment (R 408.6205(g) and R 408.6208(7))	Prohibited	Prohibited
16. Slaughtering, Meat Packing and Tanning (408.6209(g))	Prohibited	Prohibited
17. Welding, Heat Treating, Brazing and Soldering (R 408.6204(l) & R 408.6209(2 & 3))	Prohibited	Permitted

** DEVIATION POSSIBLE

**THIS GUIDE IS INTENDED FOR GENERAL INFORMATION ONLY.
PLEASE CONTACT THE DIVISION FOR SPECIFIC RESTRICTIONS.**